

ROUTING AND RECORD SHEET

82-2204/5
17 March

SUBJECT: (Optional)

Meeting with Marty Faga of HPSCI on the Pay Study

FROM: James N. Glerum
Director of Personnel
5 E 58

EXTENSION

NO.

DATE 18 March 1982

TO: (Officer designation, room number, and building)

DATE

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OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

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John:

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Attached is [redacted] memo on his and [redacted] meeting with Marty Faga of the HPSCI Staff. I am forwarding the entire memo because of its useful background, but the key part for you is paragraph 3. (Marty is the only staffer who appears to have read the report and will be preparing questions for the members.) I can arrange a more detailed briefing by [redacted] if you wish.

James N. Glerum

Att

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D/Pers

82-4846

Executive Registry

82-2204/5

17 March 1982

MEMORANDUM FOR: Director of Personnel

FROM:

[redacted]
Deputy Director of Personnel for Policy,
Analysis and Evaluation

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SUBJECT: Meeting with Marty Faga of HPSCI on the Pay
Study, 17 March 1982

1. In summary, Marty Faga made the following points to [redacted]
and me which reflect the "feeling" of HPSCI Committee members:

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- The Consultants' report points to the fact that pay comparability is uneven among the four types of positions and varies between State and CIA according to specific occupational area (i.e.,

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- The Interim Overseas Differential (IOD) "blurs" this distinction since it applies equally to all CIA personnel overseas.

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- It is suspected that if this overseas incentive-type pay is applied to CIA [redacted] the DoD will request application to DoD overseas personnel

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2. Marty indicates that he "senses" support for the overseas pay but that the Committee needs definitive guidelines for limiting the application on this pay incentive. This is their major concern. Residual resentment does exist, however, over how the initial granting of the IOD was handled by CIA.

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The Committee would have preferred a consultative approach rather than just being informed that the payment was going to be made.

3. He also indicated that the Chairman will raise the issue during the Executive Director's testimony on the 1983 Budget presently scheduled for 22 March. He would expect that Congressman Boland will want to discuss where CIA is in the Pay Study and where CIA plans to go with it. He suggested that remarks focus on the following:

- ° The principle or rationale for granting overseas incentive pay (i.e., the Hays Study for State provided the need for higher pay, and that the CIA study shows CIA and some elements of the Community have positions of equal value to their State counterparts and deserve the same increased pay).
- ° What groups within CIA should receive this increased pay? The feeling received from Marty is that the Committee has trouble with some units and locations receiving the increased pay. [REDACTED]

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- ° What groups within the Community should receive this increased pay? [REDACTED]

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[REDACTED] Marty will get back to us on this thought.

- ° Focussing the Consultants in Phase II of their study on more specific justification and detailed guidelines for implementing premium pay for overseas personnel. This we will do.

4. Marty recalled that Jim Bush and Maury Lipton discussed funding and agreed to handle that in the FY 83 Supplemental Authorization. He believes that the Committee will go along with continuing the IOD until the Agency-wide Pay Study is completed and a Community-wide approach for overseas premium pay has been agreed to. In fact, he said they prefer to handle this with all loose ends tied.

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